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A GUIDE TO UNDERSTANDING

THE

UNITED STATES DEPARTMENT OF AGRICULTURE


U.S. DEPT. OF AGRICULTURE
NATIONAL AGRICULTURAL LIBRARY

FEB 6 - 1964

C & R-PREP.



REVISED OCTOBER, 1963
U.S. DEPARTMENT OF AGRICULTURE
OFFICE OF PERSONNEL

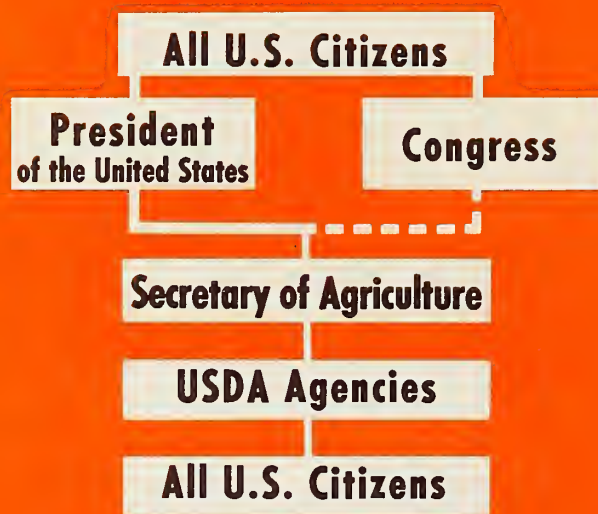


This Guide will help you understand the U.S. Department of Agriculture:

How it started and How it works.

Every Agency of the Department of Agriculture cooperated in developing this booklet.

EMPLOYEES' PLACE IN USDA PROGRAM...



Occasionally, there are changes in the organizational structure of the Department. These changes usually do not affect the major programs of the Agencies. Therefore, this pamphlet will continue to be a source of valuable information in understanding and explaining the programs and responsibilities of the Department.

Citizens of the United States elect our President and Members of Congress. Our President, with consent of the Senate, appoints the Secretary of Agriculture. The Department of Agriculture carries out programs required by law. Through these programs, employees working in the Department render services that benefit all Citizens.

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AGRICULTURE'S CENTURY OF PROGRESS

1839

FIRST AGRICULTURE APPROPRIATION - \$1000.00

**Agriculture division
established in
Patent Office**



The first funds for Agriculture were appropriated in 1839. Congress appropriated \$1,000 to compile statistics and to collect and distribute seeds.

1849

PATENT OFFICE PLACED IN INTERIOR DEPARTMENT

The Patent Office was transferred to the newly created Department of the Interior in 1849 from the Department of State.



MAY 15, 1862, THE U.S. DEPARTMENT OF AGRICULTURE WAS BORN



**Abraham Lincoln approved
an act creating the U.S.
Department of Agriculture**

**"To acquire and diffuse among
people of the United States
useful information on subjects
connected with Agriculture...."**

In addition to the establishment of the Department of Agriculture in 1862, the passage of the First Morrill Act, July 2, 1862 provided for the donation of public lands to the several States and Territories for the endowment, support, and maintenance of Colleges of Agriculture and Mechanic Arts.

COMMISSIONERS OF AGRICULTURE

Issac Newton	1862-1867
John W. Stokes	1867-1867
Horace Capron	1867-1871
Frederick Watts	1871-1877
William G. LeDuc	1877-1881
George B. Loring	1881-1885
Norman J. Colman	1885-1889



Between 1862 and 1889 there were seven Commissioners of Agriculture. On February 9, 1889, a bill enacted by the 50th Congress raised the Head of the Department of Agriculture to Cabinet rank -- Secretary of Agriculture.

SECRETARIES OF AGRICULTURE

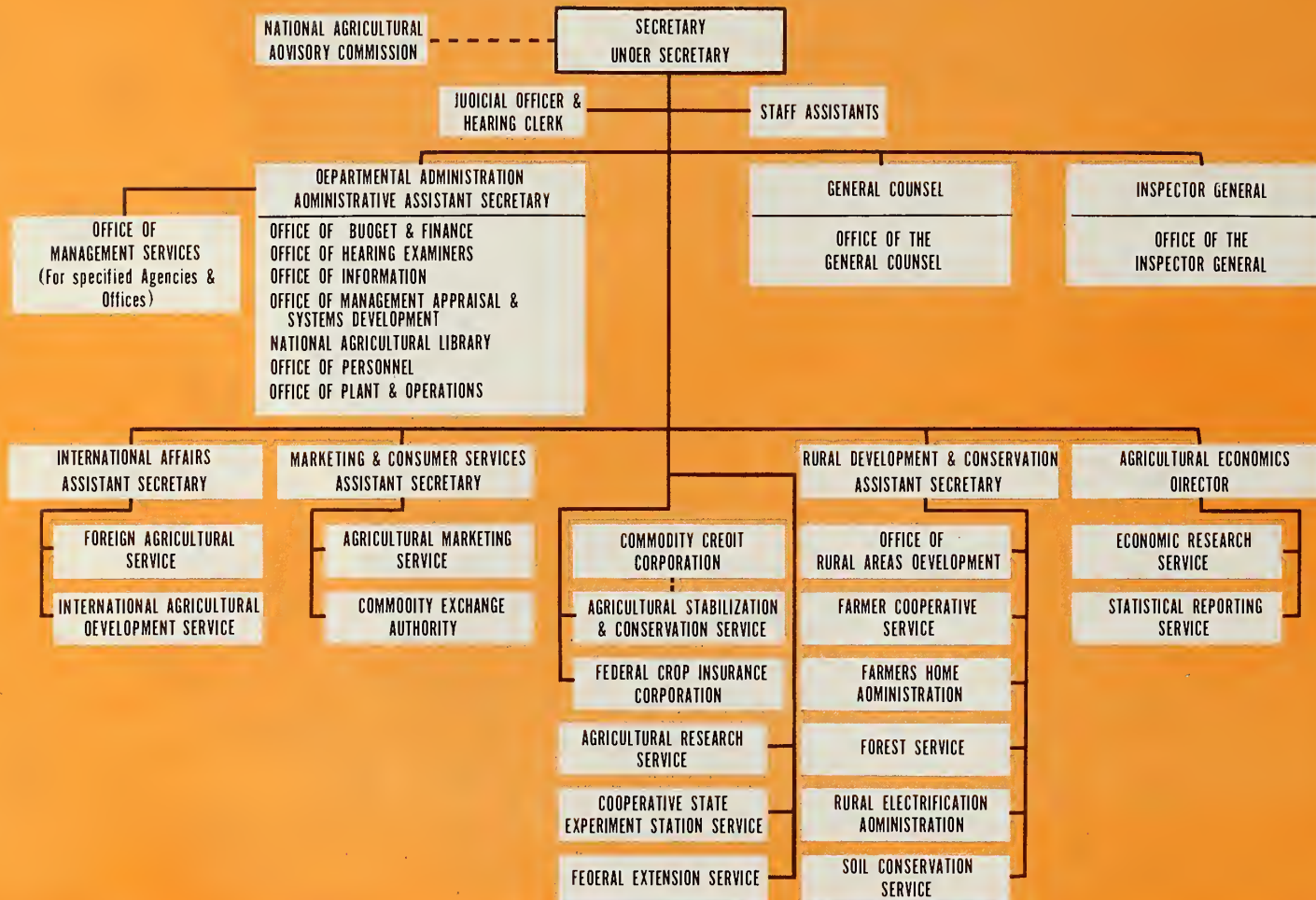
Norman J. Colman	1889	Henry A. Wallace	1933 - 40
Jeremiah McL. Rusk	1889 - 93	Claude R. Wickard	1940 - 45
J. Sterling Morton	1893 - 97	Clinton P. Anderson	1945 - 48
James Wilson	1897 - 1913	Charles F. Brannan	1948 - 53
David F. Houston	1913 - 20	Ezra Taft Benson	1953 - 61
Edwin T. Meridith	1920 - 21	Orville L. Freeman	1961
Henry C. Wallace	1921 - 24		
Howard M. Gore	1924 - 25		
William M. Jardine	1925 - 29		
Arthur M. Hyde	1929 - 33		



Norman J. Colman was the first Secretary of Agriculture. The Secretary of Agriculture with the longest term was James Wilson who served 16 years. In fact, this is the longest period served by a Secretary of any Government Department.

It is interesting to note that father and son have served as Secretary of Agriculture. These were Henry C. Wallace and Henry A. Wallace.

UNITED STATES DEPARTMENT OF AGRICULTURE



The Department of Agriculture is organized into various Services and Agencies. Agencies having related activities are arranged organizationally as follows: International Affairs, Marketing and Stabilization, Research, Rural Development

and Conservation, Agricultural Economics, Departmental Administration, Office of Management Services, Office of the General Counsel, and the Office of the Inspector General.

OFFICE OF THE GENERAL COUNSEL . . .

Provides all legal services for department programs



- 1 Proposed regulations and programs**
- 2 Contracts, titles, conveyances, patents and claims**
- 3 Administrative rule making and adjudication**
- 4 Counsel for CCC and FCIC**
- 5 Opinions and litigation**

Attorneys are the legal advisers to the administrators of Department programs. They render the legal services required to formulate and conduct Department programs and help insure maximum public benefits from laws enacted by Congress. These services involve legal problems in almost every field of law.

OFFICE OF THE INSPECTOR GENERAL

Coordinates Internal Audit, Investigative, and Inspection Activities
of the Department

Policy & Plans

- **Policy formulation & programming**
- **Technical advice**
- **Staff management**
- **Liaison**

Inspection, Special Projects & Investigations

- **Performance of audits & investigations**
- **Inspection & evaluation of audit & investigation activities**

Review & Appraisal

- **Apprise Secretary of significant information**
- **Follow-up of audits & investigations**
- **Dissemination and coordination of audits & investigations**

The Office of the Inspector General is responsible for assuring that existing laws, and policies and programs of the Secretary are effectively complied with on every level of administration in accordance with the intent of the Congress and the Secretary, and for insuring prompt and appropriate corrective action in those areas in which deviation from established law, policy, procedure, rules or regulations have developed.

The Office is the medium for coordination and correlation of all internal audit, inspection, investigative activities within the Department and with various investigative Agencies of the Executive and Legislative branches of the Government.

OFFICE OF MANAGEMENT SERVICES

Provides Consolidated Management Support Services on a Multi-Agency Basis Consisting of the Following and Related Services:



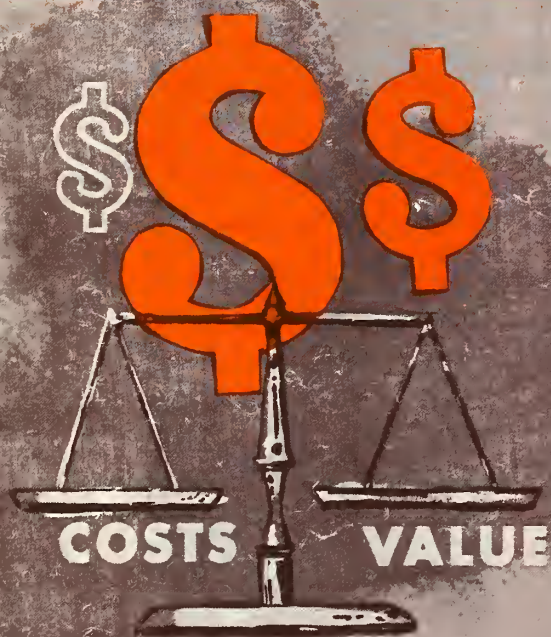
- a. Planning, Development, and Overall Direction of Management Programs**
- b. Budget Development and Financial Management**
- c. Information and Publications**
- d. Personnel Management and Organizational Analysis**
- e. Procurement and Property Management, Records Management, Space, and Communications**

The Office of Management Services, established by the Secretary on February 1, 1963, exemplifies the Department's continuing interest and vigorous effort in improving overall management effectiveness and in achieving maximum efficiency and economy in management operations. This office provides management support services, through the consolidation of management support activities, to the Office of the Secretary, Office of Budget and Finance, Office of General Counsel, Office of Hearing Examiners, Office of

Information, Office of the Inspector General, Office of Management Appraisal and Systems Development, Office of Personnel, Office of Plant and Operations, Office of Rural Areas Development, National Agricultural Library, Commodity Exchange Authority, Cooperative State Experiment Station Service, Economic Research Service, Staff Economists Group, Statistical Reporting Service, Farmer Cooperative Service, and the Office of Management Services.

OFFICE OF BUDGET AND FINANCE

**Directs, coordinates, and provides leadership in,
financial management of the Department:**



- Budgetary administration
- Program analysis
- Accounting policies and systems
- Financial reporting
- Legislative reporting

The Office of Budget and Finance provides general policy direction, review, evaluation, and coordination of all budget, financial, and related management activities of the Department. The Office represents the Department in contacts with

the Budget Bureau, General Accounting Office, Treasury Department, Congressional Committees on Appropriations, and others concerned with these activities.

OFFICE OF INFORMATION

Develops, plans, and executes the department's information policies and programs



CURRENT INFORMATION

Press
Radio
TV
Special reports



PUBLICATIONS

Clearance
Printing
Distribution



VISUAL INFORMATION

Motion pictures
Art and graphics
Photography
Exhibits

The Office of Information coordinates all information work of the Department. The Office serves as a point of policy review and as a channel for all official USDA information. It also produces certain information, especially in the visual field.

Food, fiber, shelter -- all are essential to every American. Thus, the USDA serves the general public, as well as 3.7 million farm families, with information about agricultural research and regulatory and service programs.

OFFICE OF MANAGEMENT APPRAISALS AND SYSTEMS DEVELOPMENT...



**Provides leadership to department's
program for management improvement
Responsible for general direction,
coordination and technical guidance on:**

- **Management appraisals**
- **Operations research**
- **Systems engineering**
- **Automatic data processing**

**Directs development and operation
of MODE system**

The Office of Management Appraisal and Systems Development was established on December 8, 1961, as a direct result of the Secretary's concern over rising costs of administrative and operating activities in carrying out agricultural programs. Among its responsibilities, this Office appraises

operating procedures, directs task force studies, and provides technical guidance and assistance to agency officials in planning and developing management policies, programs, and systems to achieve maximum effectiveness and economies throughout the Department.

NATIONAL AGRICULTURAL LIBRARY

**Acquires, preserves, and makes available
information concerning agriculture**



TECHNICAL SERVICES

**Acquires, classifies, catalogs, and
maintains records of collection**

PUBLIC SERVICES

**Performs reference, loan, photoprint,
and microfilm services and
compiles special bibliographies**

FIELD & SPECIAL SERVICES

**Issues bibliography of agriculture
and coordinates field library
activities**

The National Agricultural Library provides services to agricultural colleges and universities, research institutions, Government agencies, agricultural associations, industry, individual scientists, farmers and the general public.

The National Agricultural Library has almost 1,200,000 volumes. Next to the Library of Congress, it is the largest

U. S. Government library in existence. It is the largest agricultural library in the United States, covering the field of agriculture in the broadest sense.

Publications are received regularly from more than 200 countries, printed in approximately 30 different languages. Services and information are available both in the United States and abroad.

OFFICE OF PERSONNEL

PLANS AND DIRECTS THE PERSONNEL PROGRAMS OF THE USDA

ORGANIZATIONAL PLANNING



INVESTIGATIONS, EMPLOYEE DISCIPLINE AND SECURITY



PERSONNEL POLICIES AND PROCEDURES



POSITION CLASSIFICATION AND PAY PLANNING



EXAMINATION AND EMPLOYMENT PLANNING



EMPLOYEE DEVELOPMENT



INCENTIVE AWARDS HEALTH, SAFETY EMPLOYEE WELFARE



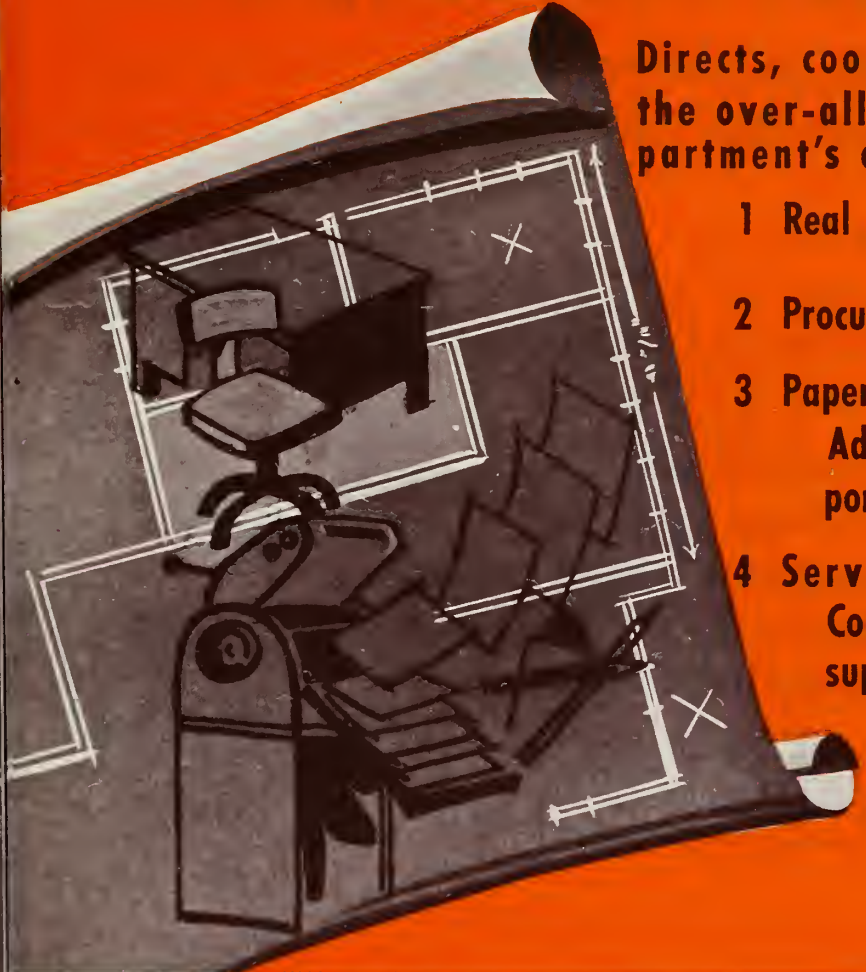
The Department of Agriculture has more than 90,000 employees stationed at approximately 10,000 locations throughout the world. The Office of Personnel provides general direction and leadership for the personnel policies and practices affecting employees during their period of service with the Department. This includes organizational planning, posi-

tion classification and pay, examinations, employment, hours of work, employee development, performance, incentive programs, leave, social security, insurance, unemployment compensation, employee health and safety, discipline and security, employee relations, services, welfare, and retirement.

OFFICE OF PLANT AND OPERATIONS...

**Directs, coordinates, and supervises
the over-all management of the de-
partment's operating services:**

- 1 Real estate and space management**
- 2 Procurement and property management**
- 3 Paperwork management**
Administrative issuances corres-
pondence forms records reports
- 4 Service operations**
Communications reproduction
supplies



The Office of Plant and Operations is responsible for as-
suring efficient management of 23,000 buildings and over
186 million acres of Departmental real estate, 26,000 vehi-
cles in the Department's motor vehicle fleet, supply distri-
bution, and contractual activities with annual expenditures

over \$220 million for equipment and supplies, construction,
research, and services. In addition, the Office of Plant and
Operations provides space, central supply, reproduction and
communications facilities to employees stationed at the Na-
tional Headquarters.

FOREIGN AGRICULTURAL SERVICE

Administers programs relating to foreign agriculture and represents the Department and U.S. agriculture abroad



- 1 Helps develop foreign markets for U.S. farm products**
- 2 Develops sales, and pricing policies and programs for foreign sale of CCC-owned farm commodities**
- 3 Barters surplus agricultural commodities for needed materials, goods and services**
- 4 Coordinates USDA positions on U.S. foreign economic and trade policy**
- 5 Maintains World-wide Agricultural Intelligence and Reporting Service**
- 6 Provides USDA participation in international trade fairs**

The Foreign Agricultural Service helps expand U.S. agricultural exports, and through a worldwide agricultural attache reporting system keeps American agriculture continuously informed of foreign developments affecting it.

One of the Service's major responsibilities is to work for lowering of barriers, in form of tariffs, quarantines and other restrictions, raised by foreign countries against American agricultural commodities.

FAS administers the major portions of Public Law 480-- the Food for Peace program-- under which the United States shares its agricultural abundance with other countries. It also develops export sales and pricing and policies governing CCC-owned commodities, and administers the program under which U. S. agricultural products are bartered for materials produced abroad and needed in the United States.

INTERNATIONAL AGRICULTURAL DEVELOPMENT SERVICE

Administers programs relating to international agricultural development:



- 1 Provides for USDA participation in formulation of country plans for technical assistance and development**
- 2 Arranges for participation in agricultural technical assistance and development programs abroad**
- 3 Plans and coordinates agricultural training in U.S. of foreign nationals**
- 4 Represents USDA with AID, FAO, OAS, land-grant institutions, farm organizations and others on related programs**

The International Agricultural Development Service is responsible for general administration and coordination of the Department's responsibilities and activities in foreign as-

sistance and training programs, and in developing and maintaining effective relationships with international and U. S. organizations in planning and carrying out such programs.

AGRICULTURAL MARKETING SERVICE

**Administers Programs to advance orderly and efficient marketing
and wider distribution of the nations farm output through:**

MARKETING SERVICES

**GRADING
INSPECTION
MARKET INFORMATION
STANDARDIZATION**

FOOD DISTRIBUTION

**SCHOOL LUNCH
SPECIAL MILK
PLENTIFUL FOODS
DIRECT DISTRIBUTION
FOOD STAMP PROGRAM**

MARKETING RESEARCH

**FACILITIES & METHODS
QUALITY MAINTENANCE
WASTE REDUCTION
EFFICIENCY**

REGULATORY FUNCTIONS

**ORDERLY MARKETING
FAIR TRADING
PRACTICES**



Agricultural marketing is a big, complex business that requires the labor and skills of more than 10 million people in the United States. Retail value of farm products marketed in this country exceeds \$100 billion a year. The Agricultural

Marketing Service works with State and local governments and industry to improve the marketing and distribution of these products for the benefit of farmers, traders, and consumers.

COMMODITY EXCHANGE AUTHORITY

Regulates & supervises futures trading on commodity exchanges

To

- Suppress price manipulation
- Prevent cheating and fraud
- Maintain fair trading practices
- Protect traders' funds
- Provide market information to the public



The Commodity Exchange Authority administers the Commodity Exchange Act of September 21, 1922, as amended, which provides regulation of trading and pricing on designated commodity exchanges. The functions of the Commodity Exchange Authority are designed to: (1) prevent price manipulation and corners affecting agricultural commodities under the act; (2) prevent dissemination of false and misleading crop and market information affecting prices; (3) protect

hedgers and other users of the commodity futures markets against cheating, fraud, and manipulative practices; (4) insure the benefits of membership privileges on contract markets to cooperative associations of producers; (5) insure trust-fund treatment of margin moneys and equities of hedgers and other traders and prevent the misuse of such funds by brokers; and (6) provide information to the public regarding trading operations on contract markets.



AGRICULTURAL STABILIZATION & CONSERVATION SERVICE

Administers:

1 To stabilize the nation's agricultural economy-

- Price support loans & purchases
- Crop & income stabilization
- Commodity marketing orders

2 To conserve the nation's farm resources-

- Agricultural conservation programs
- Land retirement programs

3 To protect the nation's food & feed reserves-

- Commodity storage programs
- Inventory management
program

4 To aid in the nation's defense-

- Defense & defense mobili-
zation activities as assigned

This Agricultural Stabilization and Conservation Service has 7 commodity offices, 50 State offices, 2,945 county offices and field offices for internal audit and investigation. It makes price support loans and purchase agreements with farmers, and manages stocks of grains and other commodities acquired

in these operations. It also administers production adjustment programs for designated commodities and marketing orders for milk and tobacco. Personnel and facilities of ASCS are utilized in the administration of Commodity Credit Corporation programs.

FEDERAL CROP INSURANCE CORPORATION

Expanding and improving
"all risk" investment protection
for America's Farmers against...



Crop loss from...

- | | |
|----------------------|-------------|
| ✓ DROUGHT | ✓ HAIL |
| ✓ EXCESSIVE MOISTURE | ✓ WIND |
| ✓ PLANT DISEASE | ✓ FIRE |
| ✓ INSECTS | ✓ FREEZE |
| ✓ FROST | ✓ HURRICANE |
| ✓ FLOOD | ✓ WILDLIFE |

...and any other unavoidable cause
of loss due to weather

Federal Crop Insurance, the only widespread all-risk crop investment protection available to farmers, is a voluntary program offered on an individual basis on 18 basic crops (including wheat, corn, cotton, tobacco and citrus) in about 1000 counties in 38 States. Expansion is limited to 100 ad-

ditional counties and three new crops a year. Insuring crops against all natural hazards over which farmers have no control, Federal Crop Insurance helps to maintain a stable rural economy by spreading the impact of crop loss and damage over a period of many years.

AGRICULTURAL RESEARCH SERVICE



- **Coordinates department research activities**
- **Conducts research on production and utilization of farm commodities and on home economics**
- **Carries out a federal meat inspection program, and programs to control and eradicate plant and animal diseases and pests**
- **Administers research programs in foreign countries under provisions of PL 480**

The Agricultural Research Service conducts fundamental, applied, and developmental research in the production and utilization of agricultural products. It also administers control and regulatory programs closely related to this research. These programs include enforcement of plant and animal quarantines, inspection of meat, and control and eradication of

diseases and insect pests of animals and plants. The agency's work is carried on at Headquarters in Washington, D.C., at the nearby Agricultural Research Center in Beltsville, Md., and at more than 500 other locations. Most of the work is performed cooperatively with State agricultural experiment stations, State Departments of Agriculture, and other organizations.

COOPERATIVE STATE EXPERIMENT STATION SERVICE...



Administers the program of research grants to State agricultural stations

- 1 Reviews and approves the Federal-Grant research program**
- 2 Gives leadership in coordinating research--between Stations**
- 3 Participates in coordinating research--between Stations and USDA**
- 4 Provides technical assistance to Stations in the planning of cooperative regional research**

The Cooperative State Experiment Station Service represents the Secretary of Agriculture in the administration of the Federal-grant research program for agricultural research conducted at the 50 State Agricultural Experiment Stations and in Puerto Rico. This Service also participates in planning and

coordinating research initiated under the Hatch Act and helps to establish and maintain cooperation between the State Agricultural Experiment Stations and between the stations and the U. S. Department of Agriculture.

FEDERAL EXTENSION SERVICE IN COOPERATION WITH STATE EXTENSION SERVICES

Serves as the EDUCATIONAL ARM of the Department

County agricultural, home, and 4-H agents; and state and area specialists HELP LOCAL PEOPLE:



Learn about and use research results



Organize for community action



Identify area needs and alternatives



Get the needed facts, and



plan self-help programs

The Department's research results and other information are useful only when understood and used by the local people who need it. This is an educational job that is done by the staff of the Federal Extension Service through the State Extension Services at each Land-Grant College.

The Federal, State, and county governments jointly employ county agricultural, home demonstration, and 4-H agents who help the people learn about research results, identify their problems, and plan and carry out their own individual and community self-help programs.

Office of RURAL AREAS DEVELOPMENT



**General administration and
coordination of USDA activities
which assist low-income rural
areas achieve permanent
economic improvement**



The Rural Areas Development Program encompasses more than agricultural development. The program provides Federal loans and grants for public works and industrial development, technical aid, and retraining farmers and farm workers. The Office of Rural Areas Development works with local com-

mittees stimulated and aided by the various agencies of the Department of Agriculture, other Federal agencies, State agencies, and various organizations and groups interested in rural areas development.

FARMER COOPERATIVE SERVICE

Helps farmers build and operate self-help business organizations through:

RESEARCH

To determine how farmer cooperatives can be organized and operated most effectively

EDUCATION

To further knowledge in cooperative principles and practices

ADVISORY SERVICE

To help solve specific problems of cooperatives

The Farmer Cooperative Service assists farmers, through their cooperatives, to increase marketing returns and savings from joint purchasing of farm supplies and services, and to improve bargaining power. FCS research and service develop effective organization structures and operating procedures for cooperatives. Through conferences, meetings, and pub-

lications, the Service widens the understanding of sound cooperative principles and techniques. Much of the work of FCS is conducted in cooperation with the Federal and State Extension Services, State Departments of Agriculture, Land-Grant Colleges, Banks for Cooperatives, and other Federal and State agencies.

FARMERS HOME ADMINISTRATION

Provides credit and management aid

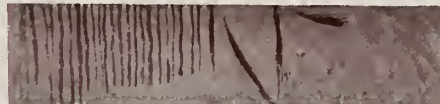
For eligible family farmers to establish sound farming systems, increase their incomes, raise their living standards, and enable them to make full contribution to the economic strength of their communities



Loans are made for:

- Farm and home operations
- Farm ownership
- Water development and soil conservation
- Watershed development
- Emergencies
- Rural housing

SUPPLEMENTS BUT DOES NOT COMPETE WITH CREDIT FROM OTHER LENDERS



Farmers Home Administration helps farmers meet their needs through loans. The planning and supervision in farm and money management that accompanies each loan is a major factor in the success of the Farmers Home Administration program. During the year, the county FHA supervisors provide

on-the-farm assistance in carrying out planned operations. At the end of the year, the supervisor and the borrowers review the year's operations and with the experience gained from that review, prepare a plan for the coming crop season.

FOREST SERVICE

Manages 186 million acres in the
National Forest System for Multiple use

Conducts research in forest, range,
and watershed management and in
forest products utilization

Cooperates with the states and
private land owners in the develop-
ment and wise use of forest lands



National Forests are managed for the permanent good of the American people. National Forests provide timber, water, forage, wildlife, minerals, and outdoor recreation including wilderness areas. Research is carried on continuously in the Forest Service to discover new information about wild lands and new and better uses for forest products. New discoveries

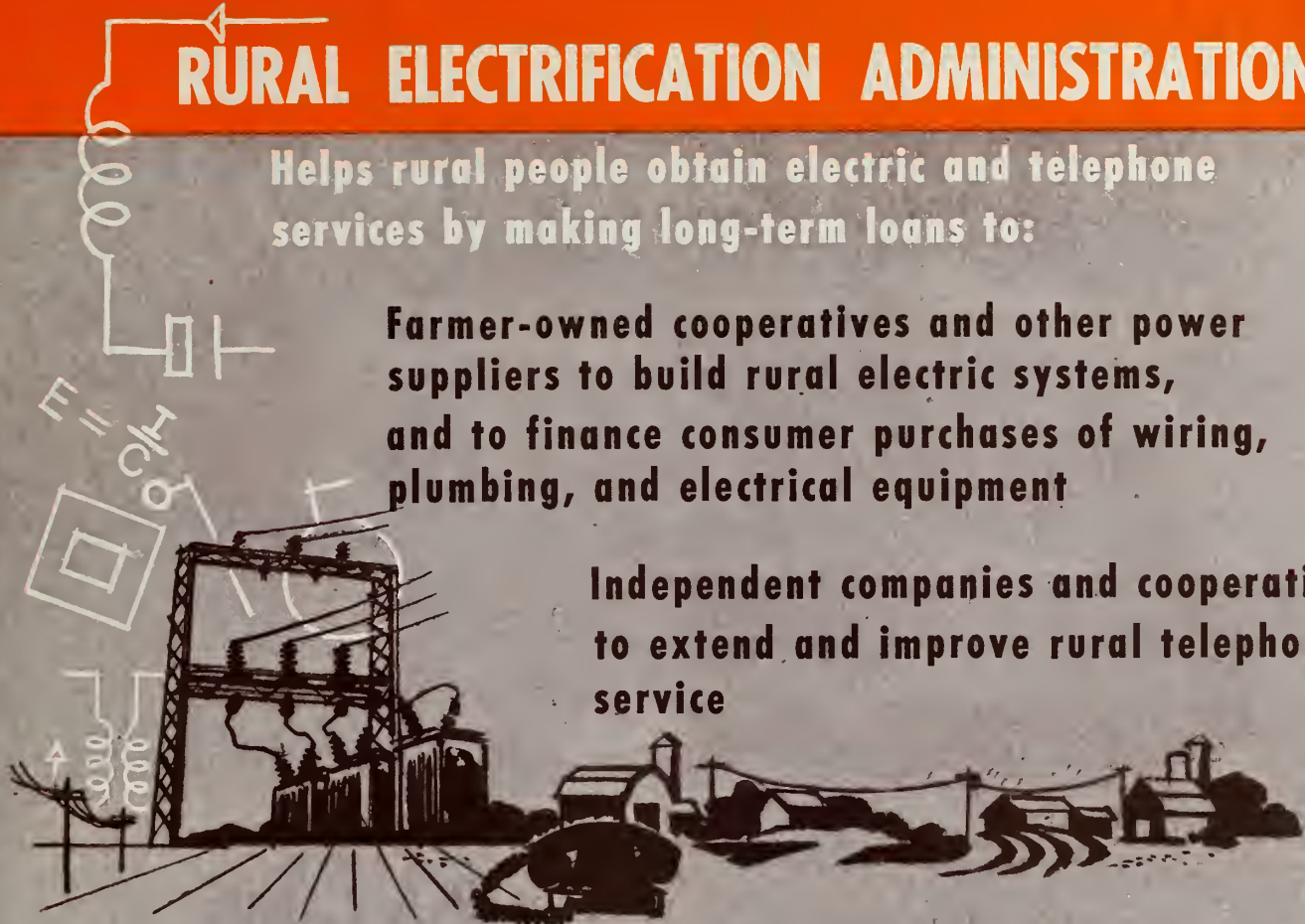
are used to continually improve the management of wild lands and use of their resources both in and out of Government. Working in cooperation with State forestry agencies and private landowners, the Forest Service helps provide technical assistance in the protection and management of privately owned forest lands.

RURAL ELECTRIFICATION ADMINISTRATION

Helps rural people obtain electric and telephone services by making long-term loans to:

Farmer-owned cooperatives and other power suppliers to build rural electric systems, and to finance consumer purchases of wiring, plumbing, and electrical equipment

Independent companies and cooperatives to extend and improve rural telephone service



The Rural Electrification Administration helps farm families and other rural people obtain electricity and telephones by making loans to qualified enterprises providing these services. The Rural Electrification Act of 1936 as amended authorizes REA to make 35-year loans at an annual interest of 2 percent and to provide technical assistance.

There are close to 1,000 rural electric cooperatives, public power districts, electric companies, and other borrowers of REA funds. Loans total \$4½ billion to serve more than 5 mil-

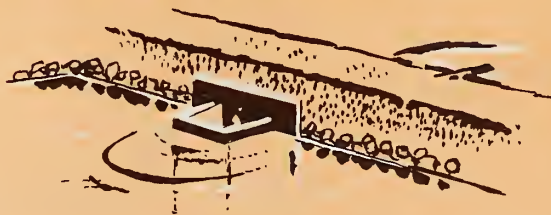
lion consumers. Most of these borrowers are nonprofit cooperatives owned and operated by the consumers themselves. Electric borrowers already have paid back more than \$1 billion on the principal of their REA loans and more than half a billion dollars in interest.

Nearly 800 independent telephone companies and cooperatives have borrowed \$882 million to provide modern dial telephone service to 1,708,000 subscribers.

SOIL CONSERVATION SERVICE

Administers programs to conserve soil and water resources through:

- Technical assistance to farmers and ranchers in soil conservation districts
- Technical and financial assistance for watershed protection and flood prevention
- Long term technical and financial assistance with soil and water conservation practices in the Great Plains
- The national cooperative soil survey
- Snow survey and water supply forecasting in the western states




The Soil Conservation Service is the technical soil and water conservation agency of the Department of Agriculture. It provides technical leadership and assistance in

programs to develop, protect, and improve soil and water resources and to assure the continued productive use of these resources.

ECONOMIC RESEARCH SERVICE

Administers research programs in relation to:




Agricultural economics and outlook

Marketing analysis and development



Production economics

Foreign agricultural economics development
and foreign trade policy



World conditions and developments
affecting world food balance and foreign
markets for U.S. farm products



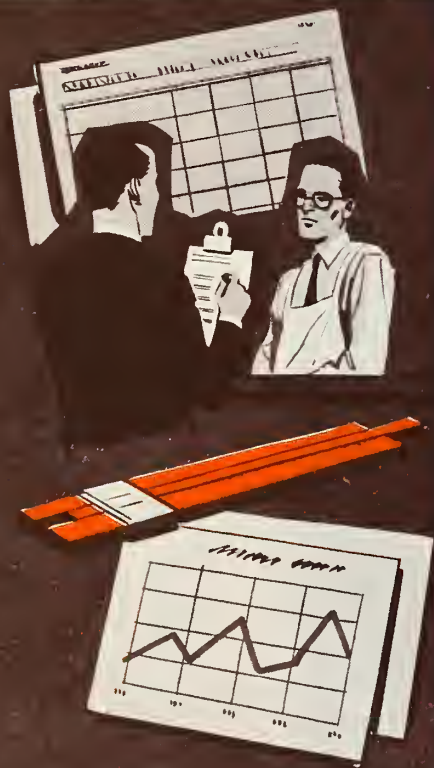
Agricultural history

The results of the research programs administered by the Economic Research Service are widely disseminated and are relied upon by: producers; dealers; importers and exporters in planning the most profitable adjustments in their opera-

tions; administrators in formulating and executing agricultural programs; and Congress in considering agricultural legislation.

STATISTICAL REPORTING SERVICE

Functions as primary data collection agency for
Agriculture

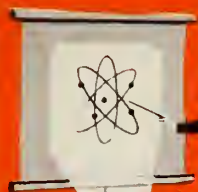


Programs include:

- National and state forecasts and estimates on food and agriculture
- Research in statistical methodology
- Clearance, coordination and improvement of statistics in USDA
- Special surveys relating to the marketing of agricultural products
- Providing consulting, survey and EDP services

The Statistical Reporting Service provides the basic facts needed by growers, dealers, handlers, processors, and all others concerned with the food and fiber industries. These facts are valuable for such industries in planning and carrying out programs for orderly production, processing, and dis-

tribution of farm products. The results of the Service's programs, particularly the crop and livestock estimates programs, are widely used and are necessary in establishing agricultural policy at the local, State, and National levels.



THE GRADUATE SCHOOL

United States Department of Agriculture



- Provides opportunity for Federal employees to continue their education in evening courses during fall, spring and summer.
- Correspondence courses offered to field employees.
- Enrollment open to high school or college graduates.
- Credits accepted by the Civil Service Commission for examination and qualification purposes.
- For further information see your Personnel officer.

The Graduate School is a unique institution of learning. It does not grant degrees. It receives no Federal funds, although the Department of Agriculture and other Government agencies provide office space and classrooms. Its faculty

and committees are drawn largely from scholars in the Federal service. It offers, at nominal fees, a wide variety of courses planned for Federal employees.





Agencies of the Department may wish to make duplicates of the set of color slides on "A Guide to Understanding the U. S. Department of Agriculture" which is retained by the Office of Personnel.

SOME SUGGESTED USES FOR THIS BOOKLET

1. To Orient New Employees and to Reorient Present Employees.
2. In Seminars in Executive Development and Other Training Sessions.
3. To Explain the Work of the Department to International Visitors.
4. To Inform Visiting High School, College, and Civic Groups about the Work of the Department.
5. By Representatives of the Department during "Career Days" at Colleges, Universities, and High Schools.
6. During Meetings with Government, Civic and Church Groups.

